



2019-2021 GROW YOUR OWN GRANT PROGRAM, CYCLE 2
COMPETITIVE GRANT Application Due 5:00 p.m. CT, November 13, 2018

NOGA ID

Authorizing legislation

General Appropriations Act, Rider 41, 85th Texas Legislature

Applicants must submit one original copy of the application and two copies of the application (for a **total of three copies of the application**). All three copies of the application **MUST** bear the signature of a person authorized to bind the applicant to a contractual agreement. **Applications cannot be emailed.** Applications must be received no later than the above-listed application due date and time at:

Document Control Center, Grants Administration Division
Texas Education Agency
1701 N. Congress Avenue, Austin, TX 78701-1494

Application stamp-in date and time

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Grant period from

Pathway 1 and 2: January 1, 2019 - May 31, 2021

Pathway 3 : January 1, 2019 - June 30, 2020

☒ Pre-award costs are not permitted.

Required Attachments

Pathway specific attachment

Amendment Number

Amendment number (For amendments only; enter N/A when completing this form to apply for grant funds):

N/A

Applicant Information

Organization Crockett County Cons. Common S.D. CDN 053001 Vendor ID 17560008975 ESC 15 DUNS 100074442

Address P.O. Box 4114 City Ozona ZIP 76943 Phone 325-392-5501

Primary Contact Raul Chavarria Email raul.chavarria@ozonaschools.net Phone 325-392-5501

Secondary Contact Janina Savala Email janina.savala@ozonaschools.net Phone 325-392-5501

Certification and Incorporation

I understand that this application constitutes an offer and, if accepted by TEA or renegotiated to acceptance, will form a binding agreement. I hereby certify that the information contained in this application is, to the best of my knowledge, correct and that the organization named above has authorized me as its representative to obligate this organization in a legally binding contractual agreement. I certify that any ensuing program and activity will be conducted in accordance and compliance with all applicable federal and state laws and regulations.

I further certify my acceptance of the requirements conveyed in the following portions of the grant application, as applicable, and that these documents are incorporated by reference as part of the grant application and Notice of Grant Award (NOGA):

- | | |
|---|---|
| <input checked="" type="checkbox"/> Grant application, guidelines, and instructions | <input checked="" type="checkbox"/> Debarment and Suspension Certification |
| <input checked="" type="checkbox"/> General Provisions and Assurances | <input checked="" type="checkbox"/> Lobbying Certification |
| <input checked="" type="checkbox"/> Application-specific Provisions and Assurances | <input checked="" type="checkbox"/> ESSA Provisions and Assurances requirements |

Authorized Official Name Raul Chavarria Title Superintendent

Email raul.chavarria@ozonaschools.net Phone 325-392-5501

Signature  Date 11-5-18

Grant Writer Name Janina Savala Signature  Date 11-5-18

☒ Grant writer is an employee of the applicant organization.

☐ Grant writer is not an employee of the applicant organization.

Shared Services Arrangements

☒ Shared services arrangements (SSAs) are permitted for this grant. Check the box below if applying as fiscal agent.

- The LEA or ESC submitting this application is the fiscal agent of a planned SSA. All participating agencies will enter
☐ into a written SSA agreement describing fiscal agent and SSA member responsibilities. All participants understand that the written SSA agreement is subject to negotiation and must be approved before a NOGA can be issued.

Identify/Address Needs

List up to three quantifiable needs, as identified in your needs assessment, that these program funds will address. Describe your plan for addressing each need.

Quantifiable Need	Plan for Addressing Need
Crockett County will train and transition three paraprofessionals and substitutes to full-time certified teachers.	Use grant funds to encourage paraprofessionals and substitutes to complete bachelor's degrees, pursue teacher certification and remain with the school district.
Crockett County noted a lack of dual credit opportunities in the Education and Training courses.	Use grant funds to provide a stipend for a teacher with a Master's degree to teach education and training courses for dual credit.
Crockett County reported a difficulty in supporting and retaining Math and ESL teachers.	Grant funds to provide professional development for Math and ESL teachers.

SMART Goal

Describe the summative SMART goal you have identified for this program (a goal that is Specific, Measurable, Achievable, Relevant, and Timely), either related to student outcome or consistent with the purpose of the grant.

Goal One: By May 2021, Crockett County will retain the three paraprofessionals and substitutes completing certification as teachers in the district.

Goal Two: By May 2021, Crockett County will offer additional Education and Training courses, increase student participation in education courses to 5% of total High School student population and participate in at least one competitive CTSO (TAFE/ FCCLA) event.

Measurable Progress

Identify the benchmarks that you will use at the end of the first three grant quarters to measure progress toward meeting the process and implementation goals defined for the grant.

First-Quarter Benchmark

1. Crockett County will report the 2018-2019 teacher turnover rate as a baseline.
2. Crockett County will report the number of Math and ESL teachers in the district on May 31, 2019.
3. Crockett County will report the number of Education and Training classes and student participation during 2018-2019; Crockett County will offer at least one dual credit Education and Training course and will begin a CTSO chapter at High School in Fall 2019.
4. Three teacher candidates will enroll in courses in Spring 2019 and will successfully complete courses each semester to stay on pace for graduation and certification.

Measurable Progress (Cont.)**Second-Quarter Benchmark**

1. Crockett County will report and evaluate the Fall 2019 teacher turnover rate on fall snapshot date and compare to the 2018-2019 baseline.
2. Crockett County will report and evaluate the Fall 2019 number of Math and ESL teachers on fall snapshot date compared to data gathered on May 31, 2019.
3. Crockett County will report the number of Education and Training classes including dual credit and student participation on Fall 2019 snapshot; Crockett County will offer at least one dual credit Education and Training course and report the establishment of the CTSO chapter.
4. Monitor three teacher candidates for course completion each semester.

Third-Quarter Benchmark

1. Crockett County will report and evaluate the Fall 2020 teacher turnover rate on fall snapshot date and compare to the 2018-2019 baseline.
2. Crockett County will report and evaluate the Fall 2020 number of Math and ESL teachers on fall snapshot date compared to data gathered on May 31, 2019.
3. Crockett County will report the number of Education and Training classes including dual credit and student participation on Fall 2020 snapshot; Crockett County will offer at least one dual credit Education and Training course and report the establishment of the CTSO chapter.
4. Monitor three teacher candidates for successful course completion and Texas educator certification examinations.

Project Evaluation and Modification

Describe how you will use project evaluation data to determine when and how to modify your program. If your benchmarks or summative SMART goals do not show progress, describe how you will use evaluation data to modify your program for sustainability.

1. If the percentage of teacher turnover does not decrease, Region 15 will assist Crockett County with external and internal teacher recruitment.
2. If Crockett County fails to retain certified Math and ESL teachers, Region 15 will assist Crockett County with external and internal teacher recruitment.
3. If the number of Education and Training courses are not increase or maintained or if student participation rates in Education and Training courses are not increased, Region 15 will assist Crockett County with the promotion of their Education and Training programs.
4. If the three teacher candidates are not successful on certification exams, Region 15 specialist will provide one-on-one tutorials and assistance in preparation of certification exam.

Statutory/Program Assurances

The following assurances apply to this grant program. In order to meet the requirements of the grant, the grantee must comply with these assurances. Check the boxes for the appropriate Pathway to indicate your compliance.

ALL PATHWAYS - The applicant assures the following:

Grant funds will supplement (increase the level of service), and not supplant (replace) state mandates, State Board of Education rules, and activities previously conducted with state or local funds. The applicant provides assurance that state or local funds may not be

- ☒ decreased or diverted for other purposes merely because of the availability of these funds. The applicant provides assurance that program services and activities to be funded from this grant will be supplementary to existing services and activities and will not be used for any services or activities required by state law, State Board of Education rules, or local policy.
- ☒ The application does not contain any information that would be protected by the Family Educational Rights and Privacy Act (FERPA) from general release to the public.
- ☒ Adherence to all Statutory Requirements and TEA Program Requirements as noted in the 2019-2021 Grow Your Own Grant Program, Cycle 2 Program Guidelines.
- ☒ The LEA will attend and/or present at any symposiums, meetings or webinars at the request of TEA.
- ☒ Participants and candidates will commit with an MOU to remain in the LEA for an agreed upon length of time in a full-time teaching role as a condition of receiving the stipend.
- Adherence to all Performance Measures, as noted in the 2019-2021 Grow Your Own Grant Program, Cycle 2 Program Guidelines, and
- ☒ shall provide to TEA quarterly reports on progress towards SMART goals and performance measures as well as any requested performance data necessary to assess the success of the program.
- ☒ All grant-funded participants and candidates will be identified and submitted to TEA by April 15, 2019.
- ☒ A budget amendment will be filed within 30 days of notification that a participant or candidate is unable to continue with their degree or certification program.

PATHWAY 1- The applicant assures the following:

- ☒ Each high school will implement the courses described in the 2019-2021 Grow Your Own Grant Program, Cycle 2 Program Guidelines.
- ☒ Participants receiving the \$10,000 stipend must be the teacher of record for at least one dual credit course section in 2019-2020 and two dual credit course sections in 2020-2021 within the Education and Training Course sequence.
- ☒ All high schools will establish and/or grow a chapter of a CTSO that supports the Education and Training career Cluster and participate in at least one competitive event per year.
- ☒ Participation in the TEA Teacher Institute described in the 2019-2021 Grow Your Own Grant Program, Cycle 2 Program Guidelines.
- ☒ Each participant will submit to TEA two original master lessons per year within the Education and Training curriculum.
- ☒ All high schools will submit a plan for marketing and student recruitment to TEA each year.

PATHWAY 2- The applicant assures the following:

- ☒ The LEA will allow reasonable paid release time and schedule flexibility to candidates.
- ☒ Candidates earning bachelor's and certification will do so within 2 years and will serve as teacher of record in LEA by 2021-2022 year
- ☒ A signed letter of commitment or MOU from a high-quality EPP that will partner with the LEA to award teacher certifications will be presented to TEA for approval upon preliminary selection of awardees.

PATHWAY 3- The applicant assures the following:

- ☐ The clinical teaching assignment is a minimum of 28 weeks long or the intensive pre-service training is a minimum of 5 weeks long
- ☐ The EPP will provide candidates with teacher certification, evidence based coursework, and an opportunity to practice and be evaluated in a school setting
- ☐ The EPP will provide the observation, evaluation, feedback, professional development, and/or field-based experience opportunities described in the 2019-2021 Grow Your Own Grant Program, Cycle 2 Program Guidelines.
- ☐ Partner LEAs and EPP will share program performance measures on a quarterly basis.
- ☐ EPP will provide aligned training to LEA-employed mentor teachers with whom the candidates are placed.

Statutory/Program Requirements

PATHWAY ONE: Describe your plan for recruitment, selection, and support of the teachers who will teach the Education and Training courses. Include the process for identifying teacher participants, with potential indicators including a demonstrated track record of measurable student achievement, evidence of involvement in student organizations, strong evaluation ratings, strong student-teacher relationships, degree to which the diversity of the teacher population mirrors that of the student population, recommendations from colleagues, etc. Also include a description of the MOU in which the participant commits to remain in the LEA for an agreed upon length of time as a condition of receiving the stipend.

All applicants applying for Pathway 1 funding must submit the Pathway 1 Attachment with the application

Because Crockett County already has established Education and Training courses, a teacher is in place for these and additional dual credit Education and Training courses. Currently, are offering the Human Growth and Development and Principles of Human Services and plans to incorporate the two required classes which are the Instructional Practices and Practicum in Education and Training. The Education and Training teacher agrees to teach Education and Training courses for the duration of the grant length as a condition of the stipend. This teacher was selected based on the following:

- * Established CTE teacher
- * Good rapport with students
- * Evidence of effective teaching through previous evaluations
- * Background as it relates to Ozona student, has worked with low-income and special education families and is a life-long member of the community and very aware of the high levels of low-social economic and students and families.
- * Highly respected member of the faculty
- * Community Board Member for CPS, volunteer and crisis prevention counseling
- * Willingness to learn new material and engage in professional development
- * Involvement in school organization such as class sponsor, FHA, FCCLA, NHS, UIL and was a representative of the George Bush Foundation for rural healthcare for chronically ill and disabled children.
- * Develops attainment of higher level vocabulary and student success for EL students
- * Measures student success in enrolled courses by establishing a baseline and increasing student success on Texas CTE Assessments including formative and summative assessments, rubrics, portfolios, presentations, skits, and posters.

Statutory/Program Requirements

PATHWAY TWO: Applicants electing to implement Pathway 2 in addition to Pathway 1 must also describe the plan for recruitment, selection, and support of paraprofessionals, instructional aides, and long-term substitute teachers who will earn a bachelor's degree and/or teacher certification. The plan must address the process for identifying candidates, with potential indicators including evaluation ratings, involvement in school activities, pursuit of certification in hard-to-staff areas, commitment to degree and certification persistence, recommendations from colleagues, and degree to which the diversity of the teacher population mirrors that of the student population, including plan for recruiting candidates representative of the student demographics within the LEA. The plan should describe supports and potential career pathways for candidates, as well as a description of the MOU in which the candidate commits to remain in the LEA for an agreed upon length of time as a condition of receiving the stipend.

All applicants applying for Pathway 2 funding must submit the optional Pathway 2 section in the Pathway 1 Attachment with the application

Crockett County has two paraprofessionals and one substitute who are currently employed by the district and have each completed at least half of a bachelor's degree. The individuals have been:

- * Highly recommended by teachers and administrative staff
- * Involved in district-level committees such as PTO, Booster club and/or Student Health Advisory Committee
- * Evidence of effective teaching practices, peer collaboration and discipline management through previous evaluations.

These candidates have shown interest in being certified in Math and ESL which are noted in the Needs Assessment as areas of need for the district. These candidates come from economically disadvantage families and are well-versed in the struggles that many families in this community face. Crockett County will offer these candidates a teaching position in their certification area upon graduation and certification and is committed to providing a mentor in their first year of teaching.

Upon selection of the candidates who are pursuing a bachelor's degree and teacher certification, a memorandum of understanding will be agreed upon for one year after the completion of the grant requirements in 2021 and the candidate will commit to remain in the Crockett County school district as a condition for receiving the stipend. Once completion of degree plan and teacher certification occur, the candidate agrees to seek employment as a certified Math or ESL teacher for Crockett County for a period of one year. Each candidate will be awarded the \$11,000 in funding to use towards the completion of the bachelor's degree and the teacher certification. Each candidate is in agreement that the length of the grant is for a period of two years and concluding on May 2021. If the candidate chooses to terminate the memorandum of understanding then all used and unused funds must be reimbursed to Crockett County. Coordination for the repayment of funds spent as of date will be occur with the Superintendent and the business office personnel.

Pathway Selection and Participation

Complete the following section(s) to indicate your choice of pathway(s) and total request for funding. You may apply for Pathway 1, Pathways 1 and 2 concurrently, or Pathway 3. Refer to the 2019-2021 Grow Your Own Grant Program, Cycle 2 Program Guidelines for more information about eligibility, maximum number of participants, and funding restrictions.

PATHWAY ONE

☒ Check this box if you are applying for Pathway 1

Number of teachers with M.Ed. who are teaching Education and Training courses for dual credit	<input type="text" value="1"/>	X \$11,000 =	<input type="text" value="11,000"/>
Number of teachers who are teaching Education and Training courses, but not for dual credit	<input type="text"/>	X \$5,500 =	<input type="text"/>
Number of high schools with existing Education and Training courses in 2018-2019	<input type="text" value="1"/>	X \$6,000 =	<input type="text" value="6,000"/>
Number of high schools without existing Education and Training courses in 2018-2019	<input type="text"/>	X \$9,000 =	<input type="text"/>
Total Request for Pathway 1			<input type="text" value="17,000"/>

PATHWAY TWO

☒ Check this box if you are applying for Pathway 2 **WITH** Pathway 1

Number of candidates pursuing a teacher certification only	<input type="text"/>	X \$5,500 =	<input type="text"/>
Number of candidates pursuing both a bachelor's degree and a teacher certification	<input type="text" value="3"/>	X \$11,000 =	<input type="text" value="33,000"/>
Request for Pathway 2			<input type="text" value="33,000"/>
Request for Pathway 1			<input type="text" value="17,000"/>
Total Combined Request for Pathways 1 & 2			<input type="text" value="50,000"/>

PATHWAY THREE

☐ Check this box if you are applying for Pathway 3

Number of candidates participating in a year-long clinical teaching assignment	<input type="text"/>	X \$22,000 =	<input type="text"/>
Number of candidates participating in an intensive pre-training service program	<input type="text"/>	X \$5,500 =	<input type="text"/>
Total Request for Pathway 3			<input type="text"/>

Request for Grant Funds

List all of the allowable grant-related activities for which you are requesting grant funds. Include the amounts budgeted for each activity. Group similar activities and costs together under the appropriate heading. During negotiation, you will be required to budget your planned expenditures on a separate attachment provided by TEA.

PAYROLL COSTS (6100)**BUDGET**

Stipend for candidates pursuing a BA and teacher certification (11,000 each candidate)	33,000
Stipend for teacher candidate with M.Ed. who teaches Education and Training courses	3,000

PROFESSIONAL AND CONTRACTED SERVICES (6200)

Staff Development for Education and Training Teacher	1,000
ESCXV for additional training with teacher candidates if applicable	500

SUPPLIES AND MATERIALS (6300)

Education and Training Courses and related CTSO Enrollment, Participation and Events	6,000
Certification exams and cost	1,000
Dual Credit Supplies and Materials	2,000
Substitute Teachers	500

OTHER OPERATING COSTS (6400)

Establishment of Dual Credit Course	3,000
	50,000

Total Direct Costs 50,000

Should match amount of Total Request from page 8 of this application

Indirect Costs

0

TOTAL AMOUNT REQUESTED

50,000

Total Direct Costs plus Indirect Costs

Grow Your Own Grant
Pathways 1 and 2 Grow Your Own Program Attachment

Pathway 1: Teacher Stipend to Support Education and Training Course Implementation

Program Participants: Applicant must specify the number of teachers who will participate in the program and receive the stipend.

1

Question 1: Implementation and Growth of the Education and Training Courses. Applicant must articulate the plan for the implementation and growth of the Education and Training courses, offering the Instructional Practices and Practicum in Education and Training courses.

- ☐ This plan should address career development, counseling, and support opportunities for students and the establishment and/or growth TAFE or FCCLA.
- ☐ The plan must include strategies to increase enrollment in each course each year.
- ☐ The plan must include a description of the recruitment and selection of highly qualified, field experience classroom teachers with measurable evidence of student achievement.

Our Region 15 CTE Specialist will provide support through the Region 15 collaborative/network of CTE teachers. Region 15 supports at least two FCCLA meetings during the year in which Crockett County students would participate in activities and sponsors would meet and share ideas with other sponsors.

Crockett County C.C.S.D.'s middle school and high school counselors will share Education and Training courses with incoming students including 8th grade. A video on becoming a teacher will be added to the Crockett County website. Teaching will be highlighted on Career Day in the Spring. National Honor Society and National Junior Honor Society will be addressed and encouraged to consider teaching as a career. During the year, a teacher brochure which will include benefits, salaries, and pictures of local teachers will be created to highlight the Education Pathway as well as a Parent Night Presentation for parents to also view the course options and education opportunities offered to our students.

Because Crockett County already has established Education and Training courses, a teacher is in place for Human Growth and Development and the Principles of Human Services. Two additional required courses will be the Instructional Practices and the Practicum in Education and Training. The teacher is selected base on the following: established CTE teacher, good rapport with students, effective teaching through previous evaluations, lifelong member of the community and very aware of the high levels of low-socio economic students and families.

Question 2: Student Marketing, Recruitment, and Persistence. Applicant must articulate how they plan to recruit students to participate in the Education and Training course sequence.

- ☐ The plan must include a description of the profile of students targeted for recruitment, such as performance quartile, diversity, etc.
- ☐ The plan must include marketing and recruitment strategies to increase student interest and persistence.
- ☐ The plan must also include a description of how the LEA leadership (district- and school-based) and staff will motivate students to enter and persist in the Education and Training courses.

Crockett County Counselor and administration will evaluate student schedules and academic achievement records. They will also consider characteristics of collaboration, teamwork, and commitment to the community through works of service.

Crockett County C.C.S.D.'s middle school and high school counselors will share Education and Training courses with incoming students including 8th grade. A video on becoming a teacher will be added to the Crockett County website. Teaching will be highlighted on Career Day in the Spring. National Honor Society and National Junior Honor Society will be addressed and encouraged to consider teaching as a career. During the year, a teacher brochure which will include benefits, salaries, and pictures of local teachers will be created to highlight the Education Pathway as well as a Parent Night Presentation for parents to also view the course options and education opportunities offered to our students.

Crockett County students in Education and Training classes will be assigned a teacher mentor to encourage them to persist in Education and Training courses. Crockett County students will also participate in a monthly lunch with school administrators, Crockett County School Board members and teacher groups. Current school teachers will be nominated to mentor a student who is currently enrolled in the Education and Training courses and on district planned staff development days they will also meet with the students. Topics on these days range from staff development, vertical alignment and grade level meetings, classroom management, lesson planning and any other needed collaborations.

Question 3 (required only if awarding stipends for dual credit Education and Training teachers): IHE and LEA Partnership. Applicant must describe the plan to develop a partnership between the IHE and LEA, if offering Education and Training courses for dual credit.

- ☐ The plan must include an explanation of the partnership with a dual credit partner (community college or IHE), including the efficiency of the process through which students earn and transfer dual credits.
- ☐ The plan must include a description of the timeline to develop the dual credit partnership by the 2019–2020 school year.
- ☐ All applicants applying for Pathway 1 funding for dual credit stipends must submit with their application a signed letter of commitment or MOU from IHE partners agreeing to establish dual credit course offerings.

Crockett County will create a partnership with Angelo State University and offer at least one dual credit course which may include the Human Growth and Development, Principles of Human Services, Instructional Practices and/or Practicum in Education and Training.

Crockett County will meet with Angelo State University staff on January of 2018 and determined the courses that may be offered for Fall 2019. A timeline will be developed to coordinate dual credit courses with the Education Department at Angelo State University which will include a schedule of Education and Training Courses for Fall 2019, Spring 2020 and Fall 2020.

Crockett County's applicant teacher must submit their application a letter of commitment in which they agree to teach dual credit courses and increase student participation in current Education and Training Courses for the period of the grant. They will also sign a memorandum of understanding to continue their commitment to the Education and Training courses and pathway for one year following the end of the grant. The dual credit teacher will receive a stipend, training and supplies and materials to help with the establishment of the Education and Training Courses. If the applicant fails to meet the requirements or decides to leave our district then they will be responsible for the repayment of the grant funds, as state on the MOU.

Pathway 2: Transition of Paraprofessionals, Instructional Aides, and Long-Term Substitutes to Full-Time Teaching Roles *(required only if applying for Pathway 2 funds in addition to Pathway 1)*

Program Participants: Applicant must specify the number of paraprofessionals, instructional aides, and/or long-term substitute teachers who will participate in the program and receive the stipend.

3

Question 4: EPP and LEA Partnership. Applicant must describe the plan to develop a partnership between a high-quality EPP and the LEA.

- ☐ The plan must include an explanation of the partnership for training, support, and certification of paraprofessionals, instructional aides, and/or long-term substitute teachers.
- ☐ The plan must contain a description of job-embedded training, flexibility of training location and schedule, a cohort approach, and consistent supports that encourage persistence and sustainability.

Crockett County has also partnered with Region 15 to provide training support and certification of paraprofessionals and substitute teachers. Region 15 offers training conferences during the summer and throughout the school year to provide conferences such as the Math Academy, ESL Teacher Academy and preparation for the TEXES examination. Substitutes will be provided for candidates to attend the workshops and conferences as needed throughout the year.

Candidates will be assigned a teacher mentor for support. They will also be provided time and resources to work on courses. Administration staff will meet with candidates on the first and third Mondays of the month to monitor progress and to provide a specific job-embedded training. Meetings will be held on teachers' campuses. Between meetings, administration staff will maintain a Google Classroom where one question or scenario per week will be posed for discussion. Administration staff will conference with candidates on needs to complete coursework and certification.

Telephone No. (325) 392-5501

PRINCIPALS

Ozona High School
Tamara McWilliams
Ozona Middle School
Cash Jennings
Ozona Elementary School
Erica Cruz
Director of Federal Programs
Janina Savala



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Ozona, Texas 76943

Raul Chavarria, Superintendent
Crockett County Consolidated Common School District

FAX No. (325) 392-5177

BOARD OF EDUCATION

Dwight Childress, President
Orlando DeHoyos, Vice President
Roland DeHoyos
Ryan Bean
Travis Davidson
Justin Morris

To whom it may concern,

As president of Crockett County Consolidated Common School District Board of Trustees, I fully understand the needs of our school district in regards to retaining and hiring certified teachers in rural areas. The challenge presents in itself as we strive to remain competitive with surrounding districts in order to attract the best teacher candidates to serve our Title I districtwide student school population.

I am encouraged by the grants and opportunities offered by our Commissioner of Education, Mike Morath and his staff to provide additional support to rural districts. The Grow Your Own grant program is the perfect opportunity for transitioning our local paraprofessionals, instructional assistants and long-term substitute teachers to certified district employees serving in well-defined district needed areas.

The challenges of recruiting and retaining teacher candidates in Crockett County will be elevated by this grant as we are also committed to increasing the number students participating in our Education and Training Courses at Ozona High School and adding dual-credit opportunities to our Education Pathway.

With this being said, I, along with all the members of the Crockett County Consolidated Common School District Board of Trustees are committed to providing our students with a high-quality education and providing complete support to our current staff as we strive to improve our schools and student success for all students.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Dwight Childress'. The signature is fluid and cursive, with the first name 'Dwight' being more prominent and the last name 'Childress' following in a similar style.

Dwight Childress
President,
Crockett County Board of Trustees